

COMMISSIONERS APPROVAL

CHILCOTT *g*

LUND *sl*

THOMPSON *at*

TAYLOR (Clerk & Recorder)

Date.....March 20, 2006

Members Present..... Commissioner Greg Chilcott,  
Commissioner Betty Lund and Commissioner Alan Thompson

Minutes: Glenda Wiles

Skip Rosenthal met with the Commissioners in regard to the following administrative matters:

Skip presented a memo to Clerk of Court Debbie Harmon in regard to the research put together on a salary comparison of Deputies at other counties and government employers.

Skip also addressed the EBMS management of Health Insurance in regard to HIPPA Security Business agreements. This agreement is simply an approval of Ravalli County being in compliance with federal law. Commissioner Thompson made a motion to have the Chairman sign this agreement. Commissioner Lund seconded the motion and all voted "aye".

Skip also presented an agreement that is an adjustment for Extension Agent Rob Johnson's salary with the Montana State University. This adjustment was already discussed and agreed upon by the Commissioners in a previous meeting. The adjustment increase will be paid for out of the retiring Kathy Hammer's salary.

Skip also addressed the salary payout for Kathy Hammer, as noticed by Montana State University. The discussion included the fact that Kathy is a State employee, but the payout cost is \$4,804.80, and if a new employee is hired too quickly, there will not be enough money for the payout and new employee salary.

Skip also discussed actual budget liabilities of the severance packages for County employees. The actual liability for all County employees at this point if a payout were required is \$622,191.00. Skip stated there are ways for the Commissioners to reduce this liability amount such as: use of sick time, carry over of vacation, and accrual of comp time. Currently the maximum time an employee can accrue is 40 hours. Other bargaining units have different accruals, such as 160 hours for jailers, 40 hours for 9-1-1 dispatch, and 60 hours for road department, etc. Skip stated if they go over the allotted

time, they should be paid overtime. They should be encouraged to use the comp time during the middle of the fiscal year, or pay the comp time as overtime during the middle of the fiscal year and be taken from that particular department head's budget. Commissioner Lund suggested Skip bring this up at the Department Head meeting this Wednesday.

Skip also presented various Employee Action Forms for signature.

Discussion also included a request for salary increase for an employee in the Sheriff's Office. A review shows this salary line is over budget at 67% with only 66% of the year completed. Salary matrix, rates and bargaining units were discussed in regard to consistency in salaries for all employees. The use of drug fund money was discussed, but the Commissioners were hesitant to utilize that money. The Commissioners agreed not to sign this request for a raise.

In other administrative matters Commissioner Thompson made a motion to grant final approval to the Nielson AP Subdivision. Commissioner Lund seconded the motion and all voted "aye".

Commissioner Lund made a motion to grant a one-year extension to the conditional approval of Aspen Heights Subdivision. Commissioner Thompson seconded the motion and all voted "aye".

Commissioner Thompson made a motion to approve of a 10-year hangar lease with Bob Iacona for Hangar W-13. Commissioner Lund seconded the motion and all voted "aye".

Commissioner Thompson made a motion to approve the minutes of October 11, 2005 through October 21, 2005. Commissioner Lund seconded the motion and all voted "aye".

Commissioner Lund made a motion to appoint Sue Majors and Paul Snyder to the Planning and Zoning Commission. Commissioner Thompson seconded the motion and all voted "aye".

The Board addressed a work proposal of March 5, 2006, by Community Concepts, John Horwich. The proposal is to develop zoning and other regulations to implement the Old Corvallis Road #3 Plan. Interim Planning Director Karen Hughes indicated the monies set aside has gone for the actual plan. In order to implement the plan for zoning and changing the subdivision regulations, more monies will be needed for this proposal. It was noted John Horwich charges \$60.00 per hour, with an estimate of \$3,000-5,000 for the County's portion.

Commissioner Thompson noted Commissioner Chilcott's concern that the County should not put all the money into this plan, and then allow the city to obtain the benefits from it. Commissioner Thompson stated he would approve of a joint cooperation agreement with the City, but if the City does not want any part of this work proposal, he would have to re-assess his desire to continue with the second phase. Karen stated this area will

eventually be annexed, but prior to annexation there will be development and some homes may not want to be annexed in. Therefore, a substantial amount of the land could be developed without following the plan. Karen stated there is a good argument that both jurisdictions should work together.

Due to the City of Hamilton Mayor's absence, Commissioner Thompson made a motion to continue this meeting contingent upon the City personnel availability. Commissioner Lund seconded this motion and all voted "aye".